

16 JAN 1961

OXO-1228

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MEMORANDUM FOR : DPD/Personnel

SUBJECT : Compensation For OXCART Drivers

1. During an OXCART meeting on 11 January the subject of payment to OXCART Drivers was lightly touched upon and I was requested to set forth several guidelines for your consideration in the preparation of Driver contracts. As a parenthetical comment, it is assumed that the OXCART Drivers will be employed as contract employees of the Agency retaining, however, continuity of service as enjoyed by IDEALIST Drivers.

2. Prompted by the many headaches and administrative entanglements we have experienced during the past five years with the pay arrangements for IDEALIST Drivers, we are easily enticed to seek a simple pay scale which takes into account the fringe allowances and benefits now carried as separate and distinct items in the IDEALIST Drivers' contracts. So encouraged we desire a set pay rate which would include compensation for the risks involved, housing and subsistence allowances, and the like. Under this plan each driver whether assigned in the U. S. or abroad, with dependents or without, would receive the fixed sum per month as long as he remains available and capable for flying duties. If we can use the history of the IDEALIST program as a yardstick, the sum of [REDACTED] per month does not seem too extravagant.

3. The contract should also provide for FECA, insurance such as the [REDACTED] now possess, and sick and annual leave. Considering the fact that the OXCART Drivers, if we use the [REDACTED] per month sum, will be earning [REDACTED] per day, we should not seem too ungrateful if we limit the amount of leave to 30 days per annum, Saturdays and Sunday considered leave days during a leave period, i.e. same as military, with a maximum carry over of 30 days, yet a maximum pay off at conclusion of contract of 30 days.

4. You may note that a rather elaborate funding arrangement permits the current [REDACTED] some tax relief by allowing the [REDACTED] to delay receipt of their escrow account until any time within four years after termination. It might be desirable and warranted to employ such an arrangement in OXCART, however, it is suggested you explore the merits of this with Comptroller, DPD.

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5. Present planning calls for the Drivers candidates to remain in the Air Force throughout the various training courses with employment by the Agency commencing at the time of actual flight training in the vehicle. After employment, however, there may be occasions when physical or personal reasons will render a Driver temporarily unavailable for duty. During such a period, should it exceed leave provisions, will we continue the Driver's salary at normal rate or fall back to a "general duty" type status at a lesser amount?

6. Although the above is rather limited in detail, it should give you a framework within which the OXCART Driver contracts can be prepared. The main desire is that the contract be just, simple and easy to administer. It is requested that you prepare a draft contract for coordination with the Division.

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Executive Officer
DPD-DD/P

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